

Panaji, 28th July, 2016 (Sravana 6, 1938)

SERIES I No. 17

# OFFICIAL GOVERNMENT OF GOA GAZETTE



PUBLISHED BY AUTHORITY

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## GOVERNMENT OF GOA

## Department of Agriculture

Directorate of Agriculture

## Notification

3/5/EXT/Fencing/1/2016-17/D.Agr/256

The following scheme approved by Government of Goa is hereby published for general information of the public:—

1. *Short title & commencement.*— • The scheme shall be called “Assistance for fencing”.

• It shall come into force with immediate effect and shall remain in force till it is withdrawn or amended by the Government of Goa.

2. *Objectives.*— (i) To save crops from damage due to domestic and wild animals.

(ii) To encourage area expansion of crops specially horticultural crops.

(iii) To facilitate double/multiple cropping in field and horticultural crops.

(iv) Improve economic viability of farming.

3. *Eligibility.*— (i) Farmer should be carrying out agricultural activities in the State.

(ii) His name should reflect in abstract of Krishi Card as having right to the plot(s) to be fenced either as sole owner, co-owner, tenant, co-tenant, lessee or on contract.

(iii) He should be cultivating minimum 0.2 ha in general. However, in case of field crops like paddy, pulses, oilseeds, vegetables, flowers and short gestation high investment fruit crops like banana, papaya and pineapple, minimum area of 0.1 ha will be considered for barbed/GI wire, wire mesh provided there is no dwelling unit in the plot. In case of traditional small vegetable and flower growers and those raising nurseries of vegetables, paddy, etc. minimum 500 sq. mtrs. area will be considered for erecting removable barbed/G.I. wire/wire mesh fencing.

(iv) Farmers having different sizes of holdings coming together to jointly fence their farms forming an informal or formal (registered) farmer's society or group will also be eligible.

(v) The farmer should ideally take up intercrop or additional crops after fencing is done.

(vi) Private Limited Companies and Institutions involved in agriculture as a major activity will also be eligible.

4. *Pattern of Assistance.*— (A) Assistance for traditional fencing:—

Assistance of 75% for general category and 90% for SC/ST category farmers shall be provided on the all types of fences except power fences as under.

(i) *Barbed/G.I. wire fencing:*—

(a) The barbed/G.I. wire fencing with minimum 3 lines and maximum seven lines shall be provided assistance @ 75%/90% for general category and SC/ST category respectively on standard cost as approved from time to time or actual cost whichever is less. The assistance provided is inclusive of barbed wire and labour cost.

(b) Assistance of 75%/90% for general category and SC/ST category respectively on standard cost as approved from time to time or actual cost whichever is less on the cost of stone or RCC poles with height of 1.5 mt, spaced minimum 3 mts. apart shall be provided in addition to that for the barbed wire. The RCC poles would be of 6" x 4" x 4" H x L x B with at least 3 rods of 6 mm held together by stirrups embedded in 1:4 cement concrete mixture.

(c) The metal poles such as angle iron pole of minimum 37.5 X 37.5 mm and 3 mm thickness and 1.5 mt heights duly galvanized or powder coated to prevent rusting can be also used instead of stone or RCC poles.

(d) In case farmer uses wooden poles or live standards such as *Glyricidia* or any other trees for barbed wire fencing, the assistance will be provided on the cost of barbed wire and labour only.

(ii) *Stone Wall fencing:*—

• The standard stone wall will be of minimum 0.5 m. width at base, 0.25 m. width at top and height of 1.2 meter above ground. Available material like rubble/boulder, laterite bricks, river stones etc. may be used for fencing. Subsidy of 75%/90% for general category and SC/ST category respectively on standard cost as approved from time to time or actual cost whichever is less will be provided to the farmer. However, the dimensions above will not apply in case of dressed laterite stone walls.

(iii) *G.I. or synthetic chain link or wire mesh fencing:*—

• Subsidy of 75%/90% for general category and SC/ST category respectively on standard cost as approved from time to time or actual cost whichever is less would be provided towards cost of G.I. wire mesh and labour for fence of minimum 1.2 m height above ground level. In addition, subsidy for poles as in barbed wire fencing will also be provided.

The total assistance provided under all types of traditional fencing will be restricted to Rs. 2.0 lakh per individual.

(B) Solar Powered Battery Fencing:—

- Such fence will consist of an Energizer, solar panel, battery, fence monitoring equipment, insulation material, poles and minimum two lines of wire of specification approved from time to time.

- The poles may be MS Hot Dip galvanized type MS Ecopainted, RCC or of stone i.e. basalt or wooden poles from durable wood. Preference would be given for metallic galvanized poles.

- The subsidy will be 90% of standard cost as fixed from time to time or actual cost whichever is less to all farmer categories restricted to Rs. 2.00 lakhs for individuals.

- The fencing will have to be erected only through dealers registered with the Directorate of Agriculture.

There will be no ceiling limit for length or subsidy in case of registered farmer groups taking up such fencing in large compact blocks. The subsidy already availed for other types of fencing by farmers installing solar powered battery fencing will be taken into account while computing admissible subsidy for solar power fencing.

(C) Special fencing assistance for small vegetable growers:—

Subsidy for Barbed/G.I. wire or wire mesh fencing including poles shall be provided for traditional vegetable and flower growers cultivating plots of minimum 500 meters area as well as for paddy and vegetable growers raising specialized nurseries such as mat nursery of paddy etc. Vegetable growers cultivating Comunidade lands for one season a year shall also be eligible by furnishing declaration.

Farmers may adopt any one type of fence or combination of two or three types as per local

situation and need subject to overall subsidy limit of Rs. 2.00 lakhs per farmer. Any subsidy paid from Government of India towards fencing shall be adjusted within the total subsidy and balance subsidy shall be paid by the State Government.

Farmers coming together to jointly fence their consolidated plots with formation of a group of farmers, societies etc. shall also be eligible for 75%/90% assistance but without ceiling limit of Rs. 2.00 lakh subsidy. So also, individual farmers forming an informal group to jointly protect their adjacently located fields as one consolidated unit will each be provided subsidy restricted to the actual outer perimeter of their plots fenced and within overall subsidy limit for individuals. However, there will be no ceiling limit for subsidy for the informal group as a whole.

5. *Guidelines and procedure.*— (i) The interested farmer shall submit his application in prescribed format to the Zonal Agriculture Officer in advance before commencement of work along with documents specified by Director of Agriculture from time to time.

(ii) Zonal Agriculture Officer (ZAO) would scrutinize the proposal for the documents required and inspect the site and convey the administrative approval of the estimated subsidy up to Rs. 1.5 lakh and in other cases forward the same to respective District Agriculture office for approval.

(iii) The scheme shall be monitored by Extension Section at Directorate of Agriculture. The respective District Agriculture Officer shall examine and verify the proposal above Rs. 1.5 lakh estimated subsidy and convey approval within a period of 15 working days from receipt of the proposal through the Zonal Agricultural Officer to the farmer.

(iv) The farmer after completion of fence in all respects shall report to Zonal Agricultural Officer and submit all relevant expenditure bills/vouchers to ZAO. In case where the loans

are taken, the completed case shall be forwarded through such bank to ZAO.

(v) Zonal Agriculture Officer shall inspect the fence after receipt of completion letter from the farmer and submit the application and other relevant documents along with expenditure bills/voucher towards construction of fence and completion certificate to concerned District Agriculture Officer.

(vi) The District Agriculture Officer shall scrutinize the documents and check random cases and grant financial sanction and submit the subsidy bills for payments.

6. *Relaxation.*— The Government shall be empowered to relax any or all clauses or conditions of the scheme in genuine cases. However for release of financial assistance in such case will be considered only with the approval of Finance (Exp.) Department.

7. *Interpretation.*— If any question arises regarding interpretation of any clause, word, expression of the scheme, the decision shall lie with the Government, which shall be final and binding on all concerned.

8. *Redressal of Grievances and Disputes.*— Grievances if any, arising out of the implementation of this scheme, shall be heard and decided by the Minister for Agriculture and the decision of the Minister of Agriculture in this regard shall be final and binding on all concerned.

This issue with the concurrence of the Finance Department under their U. O. No. 1400011235 dated 6-6-2016.

This supersedes the earlier Notification No. 3/4/Agri/PPG/3-2(3)/2013-14/D.Agri dated 2-7-2013.

By order and in the name of Governor of Goa.

*Ulhas Pai Kakode*, Director & ex officio Joint Secretary (Agriculture).

Tonca, Caranzalem, 18th July, 2016.

## Notification

3/5/EXT/25/2016-17/D.Agri/257

Read: Notification No. 3/5/EXT/25-Part/2010-11/D.Agri/45 dated 30-4-2015.

Government is pleased to amend the above read notification regarding the scheme titled “Shetkari Adhar Nidhi”.

The following words shall be added to above referred Notification after 4 (g), (iv), (b) 4 (g) (v) Any other tree not specified above at 4 (g) (i) to (iv).

(a) Up to 5 yrs of age Rs. 500/- per tree for total loss or as per standard valuation whichever is less.

(b) Above 5 yrs of age Rs. 1,000/- per tree for total loss of tree or as per standard valuation whichever is less.

II. The following words at 4(j) of the Notification referred above, “Rs. 5,000/- per ha or as per actual assessment with due approval of the Government” shall be replaced by “as per actual assessment with due approval of the Government”.

III. The following words at 5(b) of the Notification referred above, “Maximum compensation for items mentioned at (a), (b), (c), (d), (e), (g) and (h) at (4) above will be limited to Rs. 25,000/- per ha area” shall be replaced by “Maximum Compensation mentioned at (a) will be limited to Rs. 25,000/- per ha whereas compensation for (b), (c), (d), (e), (g) & (j) will be limited for Rs. 1,00,000/- per Krishi Card holder”.

These issues with the concurrence of the Finance Department vide U. O. No. 1400025358 dated 6-6-2016.

By order and in the name of Governor of Goa.

*Ulhas B. Pai Kakode*, Director & ex officio Joint Secretary (Agriculture).

Tonca, Caranzalem, 18th July, 2016.

## Department of Animal Husbandry &amp; Veterinary Services

## Directorate of Animal Husbandry &amp; Veterinary Services

## Order

8-2(14)/Part/2016-17/2180

Sanction of the Government is hereby accorded for the revival of 112 (One hundred & twelve) lapsed posts of Group “C” & Group “D” in the Directorate of Animal Husbandry & Veterinary Services w.e.f. 16-3-2016 i.e. the date of issue of Appointment Orders in pursuance to Hon’ble High Court decision. The details are as shown below:—

Sr. No.	Designation/Category of the post	No. of post	Creation order	Pay scale	Budget Head
1	2	3	4	5	6
1.	Driver (Group C)	1	No. 8-1(11) Part/ /2105 dated 5-8-2011	Rs. 5200-20200 + GP 1900	2404—Diary Development; 00—; 102—Dairy Development Project; 07—KVS (Plan); 01—Salaries.
2.	Laboratory Attendant (Group D)	5	No. 8-1(11) Part/ /2105 dated 5-8-2011	Rs. 4440-7440 + GP 1300	2415—Agriculture Research & Education; 03—Animal Husbandry; 800—Other Expenditure; 03—Clinical Investigation Unit (Non Plan); 01—Salaries.
3.	Bull Attendant (Group D)	52	No. 8-1(11) Part/ /2105 dated 5-8-2011	Rs. 4440-7440 + GP 1300	2403—A H; 00—; 101—Veterinary Services & Animal Health; 07—Veterinary Dispensary & Hospital (Plan); 01—Salaries.
	Bull Attendant (Group D)	22	No. 8-1(11)/Part/ /2105 dated 5-8-2011	Rs. 4440-7440 + GP 1300	2404—Dairy Development; 00—; 102—Dairy Development Project; 06—Government Livestock Farm (Plan); 01—Salaries.
	Bull Attendant (Group D)	19	No. 8-1(11)/Part- -II/2970 dated 11-10-2011	Rs. 4440-7440 + GP 1300	2403—A H; 00—; 102—Cattle & Buffalo Development; 05—Key Village Scheme (Non Plan); 01—Salaries.
4.	Peon (Group D)	1	No. 8-1(11)/Part/ /2105 dated 5-8-2011	Rs. 4440-7440 + GP 1300	2403—A H; 00—; 101—Veterinary Services & Animal Health;

1	2	3	4	5	6
					07—Veterinary Dispensary & Hospital (Plan); 01—Salaries.
Peon (Group D)	1	No. 8-1(11)/Part/ /2105 dated 5-8-2011	Rs. 4440-7440 + GP 1300		2404—Dairy Development; 00—; 102—Dairy Development Project; 07—K V S (Plan); 01—Salaries.
5. Milkman (Group D)	8	No. 8-1(11)/Part/ /2105 dated 5-8-2011	Rs. 4440-7440 + GP 1300		2404—Dairy Development; 00—; 102—Dairy Development Project; 06—Government Livestock Farm (Plan); 01—Salaries.
6. Labourer	1	No. 2-10-90-AH- -Part dated 8-5-1991	Rs. 4440-7440 + GP 1300		2404—Dairy Development; 00—; 102—Dairy Development Project; 06—Government Livestock Farm (Plan); 01—Salaries.
Labourer	1	—do—	—do—		2403—A H; 00—; 107—Fodder & Feed Development; 01—Fodder Demonstration & Extension Plan; 01—Salaries.
Labourer	1	FYP-3-AHVS- -64/14911 dated 4-6-1964	Rs. 4440-7440 + GP 1300		2403—A H; 00—; 102—Cattle and Buffalo Development; 01—Government Livestock Farm (Non Plan); 01—Salaries.

This issues with the concurrence of Finance Department vide their U. O. No. Finance No. 4388/F dated 13-7-2016.

By order and in the name of the Governor of Goa.

Dr. *Santosh V. Desai*, Director & ex officio Joint Secretary (AH).

Panaji, 19th July, 2016.



## Department of Industries

—  
Notification

3/12/20116-IND

The Goa Investment Promotion  
Rules, 2016

In exercise of the powers conferred by sub-sections (1) and (2) of section 24 read with sections 11(1), 14, 15, 16, 17(1), 18(3), 20, 21(2) of the Goa Investment Promotion Act, 2014 (Goa Act 13 of 2014) and all other powers enabling it in this behalf, the Government of Goa hereby makes the following rules, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Goa Investment Promotion Rules, 2016.

(2) They shall come into force from the date of their publication in the Official Gazette.

2. *Definitions.*— (1) In these rules, unless the context otherwise requires,—

(a) “Act” means the Goa Investment Promotion Act, 2014 (Goa Act 13 of 2014);

(b) “Chairperson” means Chairperson of the Board;

(c) “Chief Executive Officer” means the Chief Executive Officer appointed by the Government under sub-section (5) of section 3 of the Act;

(d) “form” means form appended to these rules;

(e) “Schedule” means the Schedule appended to these rules;

(f) “section” means section of the Act;

(g) “State” means the State of Goa.

(2) The words and expressions used and not defined in these rules but defined in the Act, shall have the same meanings respectively assigned to them in the Act.

3. *Term of office of members and manner of filling casual vacancies.*— (1) When a member of the Board resigns or is removed from office or becomes incapable of acting as a member, the Government may, by notification in the Official Gazette, appoint another person in his place to fill that vacancy. The person so appointed shall hold the office for the remainder period of the term of office of the member in whose place he is appointed.

(2) A member appointed under Clause (f) of sub-section (2) of section 3 shall hold office for a period not exceeding two years from the date of his appointment. The members appointed under this category shall not be appointed for more than two terms.

(3) A member appointed under Clause (1) of sub-section (2) of section 3 may resign by tendering one month’s notice in writing to the Government. Such member shall continue to hold office till his resignation is accepted by Government.

4. *Terms and conditions of service of the Chief Executive Officer.*— (1) The Chief Executive Officer shall be appointed on contract for such term and on payment of such sum as may be decided by the Government.

(2) He shall be entitled to a leave of twenty days per annum. Such leave shall not be allowed to be carried forward for the next calendar year. He shall not be entitled for leave salary.

(3) He shall be entitled to travelling allowances as admissible to Class I officer of the Government for the journeys performed by him while discharging his duties in service of the Board admissible to Class I officer of the Government.

(4) He may resign his office by giving three month’s notice in writing to the Government,

provided that the Chief Executive Officer shall not vacate his office until he is relieved by the Government.

(5) He shall be subject to such other terms and conditions as laid down in the Agreement to be executed with him during his appointment.

5. *Money to be kept by the Board in current or deposit account.*— Except as otherwise directed by the Government, all money forming part of the fund of the Board shall be kept in the current or deposit account with any scheduled bank or invested in such securities as may be approved by the Government.

6. *Budget and programme of work.*— (1) The Board shall prepare before the 1st day of December of each financial year, a budget in respect of the financial year next ensuing showing the estimated receipts and expenditure and the programme of work under the Act, in Form I hereto and submit copies thereof to the Government.

(2) The annual financial statement and the supplementary financial statement, if any, including programme of work shall be approved by the Board. The annual financial statement shall be accompanied by a statement of honoraria and salaries and allowances of the members, officers and employees of the Board.

(3) The Board shall also forward to the Government with its programme of work, a note giving history and description of each scheme including inter-alia the progress made, expenditure incurred and receipt accrued in the previous years in respect of continuing schemes. The note shall particularly bring out the financial implications of each scheme or programme.

7. *Annual Report and other returns.*— The Board shall, before the 1st day of June of the financial year, prepare and submit the annual report in Form II hereto, giving a full account of its activities during the previous financial

year. The Board shall also furnish returns, statistics, accounts and other information as may be specified by the Government.

8. *Maintaining of accounts.*— The Board shall prepare an annual statement of accounts in Form III hereto.

9. *Terms and Conditions of appointment of the auditor.*— (1) Every auditor shall be appointed for a period of two years and he shall not be eligible for reappointment:

Provided that he may be considered for appointment after expiry of intervening period of four years.

(2) The auditor shall have right to demand the production of books of accounts, connected vouchers, other documents and also to inspect any of the offices of the Board.

(3) Every such auditor shall send a copy of his report together with an audited statement of accounts to the Government.

(4) The Government shall, as soon as may be, after the receipt of the audit report, cause the same to be laid before the State Legislative Assembly.

10. *Notice of meetings and list of business.*— (1) Ordinarily, one week's notice shall be given to the members of the Board of a proposed meeting:

Provided that if decided by the Chairperson, notice of shorter period of not less than three days may be given.

(2) No business except which is included in the agenda shall be considered at such meeting without the permission of the Chairperson.

(3) The Board shall meet at least once in a month and may meet more often if necessary.

11. *Form of Application for clearance and payment of fee etc.*— (1) The form of application for clearance shall be as specified in relevant



Acts, Statutes, Rules, Regulations, Notifications, Orders, Bye-laws etc., and shall be submitted to the Board along with fees specified therein and also in the Schedule hereto.

(2) The project in respect of which the Board has already granted in-principle approval under the Act, shall be liable to pay the fees as referred in sub-rule (1) within a period of thirty days from the date of commencement of these Rules, failing which the in-principle approval granted shall stand withdrawn.

(3) Also, the project in respect of which application has been made to the Board, shall be liable to pay the fees as referred in sub-rule (1), within a period of thirty days from the date of commencement of these Rules, failing which such applications shall not be processed and considered by the Board.

**12. Manner of evaluation of investment proposals.**— The expert or consultant while evaluating the investment proposals shall examine the following aspects, namely:—

(a) Employability of the proposal per square meter of the area;

(b) Investment of the proposal per square meter of the area;

(c) Socio Economic impact of the proposal in the State;

(d) Impact of the project on the ecology, as well as, social impact of the project in the local area vis-à-vis its impact on the State.

(e) any other additional aspect as may be deemed fit by the expert or consultant.

**13. Granting approvals or rejection of proposals.**— (1) The Board shall be a single window to provide and/or facilitate approvals for the investment proposals from the Government of Goa, Competent Authority and Government agencies. The Board shall also facilitate in obtaining clearances from the Central Government and/or its agencies;

(2) After receipt of an application, fulfilling all the criteria specified in the Act, and these rules, the Chief Executive Officer shall prepare a detailed report including the aspect as regards the Competent Authorities responsible to grant or issue the required clearance and place the same before the Board for its consideration. The Board may thereafter call the investor for detailed presentation in respect of his proposal.

(3) After the presentation, the Board may decide upon to grant in-principle approval or reject the proposal or may defer the proposal seeking additional details. The Board may seek the views of an expert or consultant wherever necessary before it decides to grant in-principle approval.

(4) The Board shall thereafter send applications to the Competent Authority for processing and disposal. The Competent Authority shall dispose such applications within twenty days of its receipt where additional information is sought, applications shall be disposed within fifteen days of receipt of information sought.

(5) The Board shall within seven days from the date of the receipt of the order of the Competent Authority either sanctioning or rejecting the clearance, as the case may be, forward the same to the applicant.

(6) The Chief Executive Officer shall report failure of the Competent Authority to grant clearance to the concerned Secretary to the Government.

(7) Upon receipt of the report under sub-rule (6), the Secretary shall act as per sub-section (4) of section 23 of the Act.

**14. Authentication of orders, etc.**— (1) All approvals, permissions, orders, decisions, notices and other documents of the Board shall be authenticated by the signature of the Chief Executive Officer or any employee authorised by the Board in this behalf.

(2) The Chief Executive Officer of the Board shall be responsible for maintenance of record, office administration, defending the interest of the Board in Court cases or before such authorities as may be necessary.

(3) The Chief Executive Officer shall maintain records of all business transacted by the Board or its Committees and shall sign the same after approval of the Board on the same.

15. *Miscellaneous.*— (1) Before recommending any proposal to the Government, the Board shall satisfy itself that setting up of a project in any area is absolutely necessary and the same deserves in the larger public interest.

(2) The Chief Executive Officer shall communicate to the Secretary (Industries), Government of Goa, the details of the land such as survey number, sub-division number, details of owner while recommending a project.

(3) The Industries Department shall obtain the approval of the Government on each such project before notifying any area under sub-section (2) of section 7, and where an area exceeds 15,000 sq. mtrs. the approval of the Chief Minister shall be obtained and where area exceeds 25,000 sq. mtrs. approval of Council of Ministers shall be obtained.

(4) Every notification under sub-section (2) of section 7 declaring any area in the State as investment promotion area, shall specify—

(i) the detailed description and boundaries of the area alongwith survey numbers;

(ii) the date on which the notification declaring area as Investment Promotion Area shall come into force;

(iii) any such details as the Government may deem fit to specify.

(5) The Head of Department/Government Agency/Competent Authority under the relevant Acts, Statutes, Rules, Regulations, Notifications, Orders, Bye-laws, etc., shall assist the concerned Secretary to the Government in discharge of his above function as if the proposal was to be processed by them had it been received by the concerned Department, Government agency or the Competent Authority directly.

(6) The Board shall be bound by all the Central and State laws.

By order and in the name of the Governor of Goa.

*Manoj Kumar Sahoo*, Secretary (Industries).  
Porvorim, 26th July, 2016.

## GOA INVESTMENT PROMOTION AND FACILITATION BOARD (Goa-IPB)

### FORM II

(See rule 7)

### ANNUAL REPORT

For the Year 20..... to 20.....

1. Brief on Activities and Achievements during the financial year.
2. Number of meetings conducted by the Goa-IPB with attendance details.

Meeting No.	Date of Meeting	Time and Venue	No. of Attendees

## 3. Details of policy changes initiated by the Goa-IPB.

Details of proposed policy change	Date of Meeting and Meeting No. where the proposal was made	Status of proposed policy change

## 4. List of Projects approved by the Board meeting wise with Investment and Employment proposed.

Meeting No.	Project Number	Project Description	Investment proposed in crores	Employment proposed in Nos.

## 5. Status of Approved Projects as of the year end with Percentage completion, actual employment against commitment and actual investments against commitment.

Project Number	Project Description	Investment Status		Employment Status		Status of Completion
		Proposed	Actual	Proposed	Actual	

## 6. Utilisation of Grants received by the Goa-IPB.

Grants Received		Grant Utilization	
Date of Receipt	Amount in Crores	Head	Amount in Crores
		Salaries	
		Stationery	
		Rentals	
		Promotion expenses	

## 7. Income Statement for the Goa-IPB.

Description	Payee details	Amount in Rupees	Remarks

## 8. Report on Promotion Activities of the Goa-IPB.

Sr. No.	Description of Activity	Spend in Rupees	Positive leads received	Investment resulting from the activity

## 9. Report on Facilitation Activities of the Goa-IPB.

Sr. No.	Description of Facilitation Activity	Organisation Facilitated	Status and Result of Facilitation Activity

Sr. No.	Description of Reward or Recognition received	Date	Facilitation Body

(See rule 6)

Receipt		Amount	Expenditure		Amount
CARRY FORWARD OF PREVIOUS GRANT			Salaries & Wages		
GRANT IN AID			Honorarium		
FACILITATION FEES			Rental for office premises		
FEES/CHARGES			Travelling expenses		
INCOME FROM EVENTS/ /EXHIBITIONS			Vehicle hire		
INTEREST FROM SAVINGS BANK ACCOUNT			Advertising expense		
			Hotel & Boarding expenses		
			Electricity charges		
			Telephone expenses		
			Printing & stationery		
			Refreshments		
			Miscellaneous expense		
			Postage & Telegram & courier		
			Bank charges		
			Audit & Professional fees		
			Repairs & maintenance		
			Exhibition and Promotion expenses		
			Programme expenses		
			Fixed assets		
	Total Rs.			Total Rs.	

**GOA INVESTMENT PROMOTION AND FACILITATION BOARD**

## FORM III(A)

(See rule 8)

RECEIPT &amp; PAYMENT FOR THE YEAR ENDED 31st MARCH, .....

Receipt	Amount	Payments	Amount
TO OPENING BALANCES: Cash in hand Bank Balance		BY EXPENDITURE Salaries & Wages Contribution to Provident Fund Travelling expenses Advertising expense Hotel & Boarding expenses Electricity charges Telephone expenses Printing & stationery Refreshments Miscellaneous expense Postage & Telegram & courier Bank charges Audit & Professional fees Repairs & maintenance Exhibition expenses Programme expenses Fixed assets	
TO GOVT. GRANT			
TO FACILITATION FEES			
TO RTI INCOME			
TO RENT			
TO INTEREST IN SAVING BANK		BY CLOSING BALANCES: Cash in hand Bank Balance	
	Total Rs.		Total Rs.

**GOA INVESTMENT PROMOTION AND FACILITATION BOARD**

## FORM III(B)

(See rule 8)

INCOME &amp; EXPENDITURE FOR THE YEAR ENDED 31st MARCH, .....

Expenditure	Amount	Income	Amount
TO EXPENDITURE		BY GOVT. GRANT	
TO EXCESS OF INCOME OVER EXPENDITURE DURING THE YEAR		BY FACILITATION FEES	
		BY RTI INCOME	
		BY RENT	
		BY INTEREST IN SAVING BANK	
Total Rs.		Total Rs.	



**GOA INVESTMENT PROMOTION AND FACILITATION BOARD**

BALANCE SHEET AS ON 31st MARCH, .....

Liabilities	Amount	Amount		Amount	Amount
ACCUMULATED FUNDS Balance as on 1-4-.....			FIXED ASSETS At cost		
INCOME & EXPENDITURE ACCOUNT Balance as on 1-4-.....			CLOSING BALANCES: Cash in hand Bank Balance		
Add: Excess income over expenditure					
	Total Rs.			Total Rs.	

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## SCHEDULE I

(See rule 11)

S. N.	Amount in Crore Rupees	Fees to be charged for clearance/in-principle approval		
1.	for investment upto Rs. 10 Cr	Rs. 15,000/-		
2.	for Investment above Rs. 10 Cr and upto Rs. 25 Cr	Rs. 50,000/-		
3.	for Investment above Rs. 25 Cr and upto 50 Cr	Rs. 1,00,000/-		
4.	for Investment above Rs. 50 Cr	Rs. 2,00,000/-		
5.	Regularisation fee	Rs. 5,00,000/-		

**Department of Labour**  
**Inspectorate of Factories & Boilers**

**Notification**

VI/FAC-6(L-1 Part)/IFB/2016/1626

Whereas certain draft rules so as to further amend the Goa Factories Rules, 1985 were pre-published as required by section 115 of the Factories Act, 1948 (Central Act No. 63 of 1948), in the Official Gazette, Series I No. 2, dated 15th April, 2016, vide Notification No. VI/FAC--6(L-1 Part)/IFB-2016/128 dated 11-04-2016 of the Inspectorate of Factories and Boilers, Government of Goa, inviting objections and suggestions from all persons likely to be affected thereby before expiry of forty-five days from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 15th April, 2016;

And whereas, no objections or suggestions are received from the public on the said draft rules by the Government.

Now, therefore, in exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act No. 63 of 1948) and all other powers enabling it in this behalf, the Government of Goa hereby makes the following rules so as to further amend the Goa Factories Rules, 1985, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Goa Factories (Thirteenth Amendment) Rules, 2016.

(2) They shall come into force from the date of their publication in the Official Gazette.

2. *Amendment of rule 2A.*— In rule 2A of the Goa Factories Rules, 1985 (hereinafter referred to as the “principal Rules”),—

(i) in sub-rule (1), for the expression “for such period as may be specified”, the

expression “for a period not exceeding twelve months” shall be substituted;

(ii) in sub-rule (2), for the expression “for such period as may be specified”, the expression “for a period not exceeding twelve months” shall be substituted;

(iii) in the SCHEDULE, against serial number 7, in column 2, for the expression “Ventilation systems as required under various Schedules framed under section 87, such as Schedules on – (i) Grinding or glazing of metals and processes incidental thereto (ii) Cleaning or smoothing, roughening, etc. of articles, by a Jet sand, metal shot, or grit, or other abrasive propelled by a blast or compressed air or steam (iii) Handling and processing of Asbestos. (iv) Manufacture of Rayon by Viscose (v) Foundry Operations Process,” the expression “Ventilation Systems or exhaust appliance as required under section 14 and under various Schedules to rule 131” shall be substituted.

3. *Amendment of rule 3.*— In rule 3 of the principal Rules, in sub-rule (1), for clause (d), the following clause shall be substituted, namely:—

“(d) Where any flammable or non-flammable or toxic or non-toxic compressed gas is intended to be possessed in a cylinder or a vessel in any factory, application for permission shall also be accompanied by an approval/license, if applicable, as required under the Gas Cylinders Rules, 2004 or the Static and Mobile Pressure Vessels (Unfired) Rules, 1981, as the case may be, as amended from time to time, from the authority concerned.”.

4. *Amendment of rule 7.*— In rule 7 of the principal Rules, in sub-rule (1), in the proviso,—

(i) clause (i) shall be omitted;

(ii) for clause (ii), the following clause shall be substituted, namely:—

“(ii) that the approval of plans has not been obtained from the Chief Inspector as required under rule 3; or”.

5. *Amendment of rule 9.*— In rule 9 of the principal Rules, in sub-rule (2), in clause (a), for the words “for a period not exceeding five years” the words “for a period not exceeding five years on such conditions as he may specify” shall be substituted.

6. *Insertion of new rule 24A.*— In the principal Rules, after rule 24, the following rule shall be inserted, namely:—

“24A. *Removal of Dust, Fume, etc.*— (1) Save as otherwise expressly provided under these Rules, every exhaust appliance or ventilation system installed near or at source of generation, for the purpose of removal of dust, fumes, gas, vapour or other impurity of such nature likely to be injurious or offensive to the workers employed therein, shall be examined and tested by a competent person once within a period of twelve months so as to ascertain and maintain the effectiveness of the exhaust draught provided.

(2) Any defect disclosed by such examination and test shall be rectified as soon as practicable.

(3) A register containing particulars of such examination and test shall be maintained in Form No. 28.

*Explanation:* For the purposes of this rule, exhaust appliance or ventilation system means a localized ventilation effected by mechanical means for the removal of dust, fumes, gas, vapour or other impurity so as to prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on and shall not include merely an exhaust fan provided in a workroom for the purpose of removal of hot air or smoke.”.

7. *Amendment of rule 74.*— In rule 74 of the principal Rules, in sub-rule (1), after clause (b), the following clause shall be inserted, namely:—

“(c) Save as otherwise expressly provided in this rule, no person shall be continued as

a Safety Officer unless he possesses the requisite qualifications as specified in clause (a) of sub-rule (1) or obtains the said requisite qualifications within such period as the Chief Inspector may specify in writing.”.

8. *Amendment of rule 90N.*— In rule 90N of the principal Rules, in sub-rule (1),—

(i) for the expression “qualified medical practitioner, hereinafter referred to as “Factory Medical Officer”, the expression “qualified medical practitioner, hereinafter referred to as “Factory Medical Officer” recognized by the Chief Inspector or through a recognized Occupational Health Laboratory under the guidance of a Factory Medical Officer,” shall be substituted;

(ii) in clause (b), for the expression “6 months” the words “twelve months” shall be substituted.

9. *Amendment of rule 90 O.*— In rule 90 O of the principal Rules, in sub-rule (1),—

(i) in clause (a),—

(a) for the expression “employing upto 50 workers”, the expression “licensed to employ upto 150 workers on any day” shall be substituted;

(b) in sub-clause (i), for the expression “Factory Medical Officer on retainer-ship basis,” the expression “Factory Medical Officer recognized by the Chief Inspector, on retainer-ship basis” shall be substituted;

(ii) in clause (b),—

(a) for the expression “employing 51 to 200 workers”, the expression “licensed to employ more than 150 but upto 500 workers on any day” shall be substituted;

(b) in sub clause (ii), for the expression “Factory Medical Officer shall be in over all charge”, the expression “Factory

Medical Officer recognized by the Chief Inspector shall be in over all in-charge” shall be substituted;

(iii) In clause (c),—

(a) for the expression “employing above 200 workers”, the expression “licensed to employ more than 500 workers on any day” shall be substituted;

(b) in sub-clause (i),—

(i) for the words “Factory Medical Officer” and “medical officer”, the words “Factory Medical Officer recognized by the Chief Inspector” shall be substituted;

(ii) for the expression “employing up to 500 workers”, the expression “licensed to employ upto 1000 workers on any day” shall be substituted.

10. *Insertion of new rule 90W.*— In the principal Rules, after rule 90V, the following rule shall be inserted, namely:—

“Rule prescribed under section 41B (4) and section 112:

90W. *On-site emergency plan.*— (1) On-site emergency plan shall contain details as specified in the Schedule to this rule and the details as to how major accidents or emergencies will be dealt with on the site and such plan shall include names of the persons authorized to take action in accordance with such plan in case of an emergency.

(2) The emergency plan prepared under sub-rule (1) shall be updated periodically or after any modification made to the manufacturing process, which may affect the emergency preparedness.

(3) Mock drill of the on-site emergency plan shall be conducted atleast once in every six months.

(4) A detailed report of the mock drill conducted under sub-rule (3) shall be prepared and maintained and made available to the Chief Inspector or the Inspector on demand.

#### SCHEDULE

##### Details to be furnished in the On-site Emergency Plan

- (1) Name and address of the person furnishing the information. :
- (2) Key personnel of the organization and responsibilities assigned to them in case of an emergency :
- (3) Outside organization if involved in assisting during on-site emergency—
  - (a) Type of accidents :
  - (b) Responsibility assigned :
- (4) Details of liaison arrangement between the organizations. :
- (5) Information on the preliminary hazard analysis—
  - (a) Type of accidents :
  - (b) System elements or events that can lead to a major accident :
  - (c) Hazards :
  - (d) Safety relevant components :

- (6) Details about the site—
- (a) Location of dangerous substances :
  - (b) Seat of key personnel :
  - (c) Emergency control room :
- (7) Description of hazardous chemicals at plant site—
- (a) Chemicals (Quantities and toxicological data) :
  - (b) Transformation if any, which could occur. :
  - (c) Purity of hazardous chemicals. :
- (8) Likely dangers to the plant :
- (9) Enumerate effects of —
- (a) Stress and strain caused during normal operation :
  - (b) Fire and explosion inside the plant and effect if any, of fire and explosion outside. :
- (10) Details regarding—
- (a) Warning, alarm and safety and security systems. :
  - (b) alarm and hazard control plans in line with disaster control and hazard control planning, ensuring the necessary technical and organizational precautions :
  - (c) Reliable measuring instruments, control units and servicing of such equipments. :
  - (d) Precautions in designing of the foundation and load bearing parts of the building. :
  - (e) Continuous surveillance of operations. :
  - (f) Maintenance and repair work according to the generally recognized rules of good engineering practices. :
- (11) Details of communication facilities available during emergency and those required for an off-site emergency. :
- (12) Details of fire fighting and other facilities available and those required for an off-site emergency. :
- (13) Details of first aid and hospital services available and its adequacy.”. :

11. *Amendment of rule 95.*— In rule 95 of the principal Rules,—

(i) for sub-rule (1), the following sub-rule shall be substituted, namely:—

“(1) Every ambulance room shall be under the charge of a Factory Medical Officer recognized by Chief Inspector as per scale laid down hereunder assisted by at least one qualified nurse or dresser-cum-compounder and one nursing attendant in each shift where a factory works in more than one shift:—



(a) one part-time Factory Medical Officer for factories employing upto 1000 workers, who shall visit the factory at least twice in a week for half a day per visit;

(b) one full-time Factory Medical Officer for factories employing above 1000 workers but not exceeding 1500 and additional Factory Medical Officer for every additional 1000 workers or part thereof.”;

(ii) in sub-rule (2), for the expression “medical officer”, the expression “Factory Medical Officer” shall be substituted;

(iii) in sub-rule (3), for the expression “medical officer”, the expression “Factory Medical Officer” shall be substituted;

(iv) for the Explanation, the following Explanation shall be substituted, namely:—

“*Explanation:* For the purpose of this rule, ‘Factory Medical Officer’ shall be a person holding qualifications as specified in sub-rule (2) of rule 90 O.”.

12. *Amendment of rule 102.*— In rule 102 of the principal Rules,—

(i) in sub-rule (1), for the expression “factory medical officer or the Certifying Surgeon”, the expression “Certifying Surgeon or Medical Inspector of Factories or recognized Factory Medical Officer or recognized Occupational Health Laboratory” shall be substituted;

(ii) in sub-rule (2), for the expression “factory medical officer or the Certifying Surgeon”, the expression “Certifying Surgeon or Medical Inspector of Factories or recognized Factory Medical Officer or recognized Occupational Health Laboratory” shall be substituted.

13. *Amendment of rule 110.*— In rule 110 of the principal Rules,—

(i) in sub-rule (1), in clause (a),—

(a) for the expression “appoint atleast one Welfare Officer,” the expression “appoint atleast one Welfare Officer recognized by the Chief Inspector” shall be substituted;

(b) for the words “additional Welfare Officer” words “Additional Welfare Officer recognized by Chief Inspector” shall be substituted;

(ii) in sub-rule (2),—

(a) clause (a) shall be omitted;

(b) for clause (b), the following clause shall be substituted, namely:—

“(b) has obtained (i) master degree in Social Science/Social Work specializing in labour welfare or personnel management and industrial relations; or (ii) master degree in personnel management; or (iii) master degree in business administration specializing in human resource; or (iv) post graduate diploma in personnel management and/or labour welfare and/or labour laws from a recognized University or a reputed institute recognized by the Central or State Government; and”.

14. *Amendment of rule 131.*— In rule 131 of the principal Rules,—

(i) in sub-rule (3), clause (c) shall be omitted;

(ii) after sub-rule (5), the following sub-rule shall be inserted, namely:—

“(6) Specific tests to be conducted for the purpose of carrying out medical examination of a worker shall be in accordance with the Schedule hereinbelow and the same shall be in addition to the other biochemical, pathological, biological and instrumental investigations which the Certifying Surgeon may specify to assess the occupational health status of a worker.

## SCHEDULE

Schedule	Dangerous manufacturing processes or operation	Specific Tests to be conducted
1	2	3
I	Manufacture of aerated water and processes incidental thereto	Nil
II	Electrolytic plating or oxidation of metal articles by use of an electrolyte containing chromic acid or chromium compounds	(i) X-ray chest Pre-employment and then, every five years or earlier if indicated. (ii) Assessment of the chemical in blood/urine such as chromium in blood and urine, nickel in urine and cadmium in urine. (iii) Assessment of metabolites (where the chemical cannot be measured) in blood/urine, any other biological sample.
III	Manufacture and repair of electric accumulators	(i) Assessment of chemical in blood/urine such as Aminolevulinic acid in urine, lead in urine and blood, haemoglobin % steadiness test.
IV	Glass manufacture	(i) X-ray chest Pre-employment and then every five years or earlier if indicated. (ii) Pulmonary function tests. (iii) Assessment of lead in blood, urine.
V	Grinding or glazing of metals	(i) X-ray chest Pre-employment and then every five years or earlier if indicated. (ii) Pulmonary function test.
VI	Manufacture and treatment of lead and certain compounds of lead	(i) Assessment of chemical in blood/urine such as lead in blood and urine, Amino-levulinic acid in urine, haemoglobin % steadiness test.
VII	Generating petrol gas from petrol	Nil
VIII	Cleaning or smoothing, roughening, etc. of articles by a jet of sand, metal shot or grit or other abrasive propelled by blast of compressed air or steam	(i) X-ray chest Pre-employment and then every five years or earlier if indicated. (ii) Pulmonary function test.
IX	Limming and tanning of raw hides and skins and processes incidental thereto	(i) Skin test for dermatitis and detection of anthrax by gram stain.
X	Certain lead processes carried on in printing process and type foundries	(i) Assessment of chemical in blood/urine such as lead in blood and urine, Amino-levulinic acid in urine, haemoglobin % steadiness test.
XI	Manufacture of pottery	(i) X-ray chest Pre-employment and then every five years or earlier if indicated. (ii) Pulmonary function test. (iii) Assessment of chemical in blood/urine such as lead in blood and urine, Amino-levulinic acid in urine, haemoglobin % steadiness test.

1	2	3
XII	Chemical works	Nil
XIII	Manufacture of articles from refractory materials	(i) X-ray chest Pre-employment and then every five years or earlier if indicated. (ii) Pulmonary function test.
XIV	Handling and processing of asbestos, manufacture of any article of asbestos and any other process of manufacture or otherwise in which asbestos is used in any form	(i) Chest X-ray Pre-employment and then every five years or earlier if indicated. (ii) Pulmonary function test.
XV	Handling or manipulation of corrosive substances	Nil
XVI	Processing of cashew nuts	(i) Skin test for dermatitis.
XVII	Compression of oxygen and hydrogen produced by the electrolysis of water	Nil
XVIII	Process of extracting oils and fats from vegetable and animal sources in solvent extraction plants	Nil
XIX	Manufacture or manipulation of manganese and its compounds	(i) Assessment of serum calcium, serum phosphate and manganese in blood and urine. (ii) Steadiness test. (iii) Neuro-muscular co-ordination test.
XX	Manufacture or manipulation of dangerous pesticides	(i) Determination of the chemical in blood and fat tissues, Electroencephalography (EEG) abnormalities and memory test. (ii) Depression of cholinesterase in plasma and red blood cells.
XXI	Manufacture, handling and usage of benzene and substances containing benzene	(i) Phenol in urine and determination of urinary sulphide ratio and central nervous system and hematological tests.
XXII	Manufacturing process or operations in carbon disulphide plants	Nil
XXIII	Manufacture or manipulation of carcinogenic dye intermediates	(i) Detection of Methemoglobinemia in blood para-Nitrophenylphosphate in urine. (ii) Pulmonary function test. (iii) Central nervous system test.
XXIV	Operations involving high noise levels	(i) Audiometry.
XXV	Manufacture of Rayon by Viscose process	(i) Iodine azide test on urine, cholesterol in serum. (ii) Electro cardiogram. (iii) Central nervous system test.
XXVI	Highly flammable liquids and flammable compressed gases	Nil
XXVII	Foundry Operations	(i) Chest X-ray Pre-employment and then every five years or earlier if indicated. (ii) Pulmonary function test.

1	2	3
XXVIII	Fireworks manufactories and match factories	Nil
XXIX	Manipulation of stone or any other material containing free silica	(i) Chest X-ray Pre-employment and then every five years or earlier if indicated. (ii) Pulmonary function test.”.

(iii) for Schedule XXIV, the following Schedule shall be substituted, namely:—

“Schedule – XXIV

**Operations involving high noise and vibration levels**

*Part – A. High Noise Levels.*

1. *Application.*— This Part of the Schedule shall apply to all operations in any manufacturing process having high noise level.

2. *Definitions.*— For the purpose of this Schedule,—

(a) “noise” means any unwanted sound;

(b) “high noise level” means any noise level measured on the A-weighted scale is 85 dB or above;

(c) “decibel” means one-tenth of “Bel” which is the fundamental division of a logarithmic scale used to express the ratio of two specified or implied quantities, the number of “Bels” denoting such a ratio being the logarithm to the base of 10 of this ratio. The noise level (or the sound pressure level) corresponds to a reference pressure of 20 x 10 Newton per square meter or 0.0002 dynes per square centimeter which is the threshold of hearing, that is, the lowest sound pressure level necessary to produce the sensation of hearing in average healthy listeners. The decibel in abbreviated form is dB;

(d) “frequency” is the rate of pressure variations expressed in cycles per second or hertz;

(e) “dBA” refers to sound level in decibels as measured on a sound level meter operating on the A-weighting net work with slow meter response;

(f) “A-weighting” means making graded adjustments in the intensities of sound of various

frequencies for the purpose of noise measurement so that the sound pressure level measured by an instrument reflects the actual response of the human ear to the sound measured.

3. *Protection against noise.*— (1) In every factory, suitable engineering control or administrative measures shall be taken to ensure so far as is reasonably practicable that no worker is exposed to sound levels exceeding the maximum permissible noise exposure levels specified in Tables 1 and 2.

TABLE 1

**Permissible exposure in cases of continuous noise**

Total time of exposure (continuous or short term exposures) per day in hours	Sound pressure level in dBA
(1)	(2)
8	85
6	87
4	90
3	92
2	95
1½	97
1	100
¾	102
½	105
¼	110

*Notes:* (A) No exposure in excess of 110 dBA is to be permitted.

(B) For any period of exposure falling in between any figure and the next higher or lower figure as indicated in column 1, the permissible sound pressure level is to be determined by extrapolation on a proportionate basis.

TABLE 2

**Permissible exposure levels of impulsive or impact noise**

Peak sound pressure level in dB	Permitted number of impulses or impacts per day
(1)	(2)
140	100
135	315
30	1,000
125	3,160
120	10,000

*Notes:* (A) No exposure in excess of 140dB peak sound pressure level is permitted.

(B) For any peak sound pressure level falling in between any figure and the next higher or lower figure as indicated in column 1, the permitted number of impulses or impacts per day is to be determined by extrapolation on a proportionate basis.

(2) For the purpose of this Schedule, if the variations in the noise level involve maximum at intervals of one second or less, the noise is to be considered as a continuous one and the criteria given in Table 2 would apply.

(3) When the daily exposure is composed of two or more periods of noise exposure at different levels their combined effect should be considered rather than the individual effect of each. The mixed exposure should be considered to exceed the limit value if the sum of the fractions

$$\frac{C_1}{T_1} + \frac{C_2}{T_2} + \dots + \frac{C_n}{T_n} \text{ exceeds unity,}$$

Where the C<sub>1</sub>, C<sub>2</sub> etc. indicate the total time of actual exposure at a specified noise level and T<sub>1</sub>, T<sub>2</sub>, etc. denote the time of exposure of less than 90 dBA may be ignored in the above calculation.

(4) Where it is not possible to reduce the noise level exposure to the levels specified in sub-clause (1) by reasonable practicable engineering control or administrative measures, each worker so exposed shall be provided with suitable ear protectors as per relevant National or International Standards so as to reduce the exposure to noise to the levels specified in sub-clause (1).

(5) (1) The occupier shall provide personal hearing protectors to the workers.

(a) so as to eliminate the risk to hearing or to reduce the risk to as low a level as is reasonably practicable.

(b) after consultation with the employees concerned or their representative.

(c) and ensure the hearing protectors are properly fitted, periodically checked for the effectiveness and are maintained in good working order and repair.

(d) and ensure that workers are given periodical training in the use, care and maintenance of the personal hearing protectors.

(6)(a) Where the ear protectors worn by a worker cannot still attenuate the noise reaching near his ear, as determined by subtracting the attenuating value in dBA of the ear protectors concerned from the measured sound pressure level, to a level permissible under Table 1 or Table 2, as the case may be, the noise exposure period shall be suitably reduced to correspond to the permissible noise exposures specified in sub-clause (1).

(b) Every worker employed in areas where the noise exceeds the maximum permissible exposure level specified in sub-clause (1) shall be subjected to any auditory examination by a Certifying Surgeon within 14 days of his first employment and thereafter, shall be re-examined at least once every 12 months. Such initial and periodical examinations shall include tests which the Certifying Surgeon may consider appropriate and shall include determination of auditory thresholds for pure tones of 125, 250, 500, 1000, 2000, 4000 and 8000 cycles per second.

### *Part – B. High Vibration Levels:*

1. *Applications.*— This part of the Schedule shall apply to all operations in any manufacturing process having high vibrations.

2. *Definitions.*— (a) “daily exposure” means the quantity of mechanical vibration to which a worker is exposed during a working day, which takes account of the magnitude and duration of the vibration;



(b) “Vibration” means a mechanical phenomenon where by oscillations occur about equilibrium point. The oscillations may be periodic or random;

(c) “high vibration” means any exposure greater than the exposure limit value and action value specified in clause (3);

(d) “exposure action value” means the level of daily exposure set out in clause (3) for any worker which if reached or exceeded, requires specified action to be taken to reduce risk;

(e) “exposure limit value” means the level of daily exposure for any worker which must not be exceeded, as specified in sub-clause (3);

(f) “hand-arm vibration” means mechanical vibration which is transmitted into the hands and arms during a work activity;

(g) “mechanical vibration” means vibration occurring in a piece of machinery or equipment or in vehicle as a result of its operations; and

(h) “whole-body vibration” means mechanical vibration which is transmitted into the body when seated or standing through the supporting surface, during a work activity as stated in sub-clause 3(2).

3. *Exposure limit values and action values.*— (1) For hand-arm vibration,—

(a) The daily exposure limit value is 5 m/s<sup>2</sup> A(8);

(b) The daily exposure action value is 2.5 m/s<sup>2</sup> A(8) and daily exposure shall be ascertained on the basis set out in the relevant National/International Standards specified in table 1 below.

(2) For whole body vibration,—

(a) The daily exposure limit value is 1.15 m/s<sup>2</sup> A(8);

(b) The daily exposure action value is 0.5 m/s<sup>2</sup> A(8), and daily exposure shall be ascertained on the basis set out in the relevant National/International Standards.

**Table 1**

The Threshold Limit Values (TLVs) for exposure of the hand to vibration in X, Y, or Z direction of axes in the three dimensional system shall be as given below:—

Total Daily Exposure Duration (hours)	Maximum value of frequency weighted acceleration (m/s <sup>2</sup> ) in any direction
4 to less than 8 hours	4
2 to less than 4 hours	6
1 to less than 2 hours	8
Less than 1 hour	12

(3) Assessment of vibration exposure shall be made for each applicable direction (X,Y,Z) since vibration is a vector quantity (magnitude and direction). In each direction, the magnitude of the vibration during normal operation of the power tool, machine or work piece should be expressed by the root-mean-square (RMS) value of the frequency-weighted component acceleration, in units of meter per second squared (m/s<sup>2</sup>).

4. *Assessment of risk to health due to vibration at the work place.*— (1) An occupier who carry out work which is liable to expose any worker to vibration shall make a suitable and sufficient assessment of the risk created by that work to the health and safety of those and the risk assessment shall identify the control measures that need to be taken.

(2) The risk assessment should be reviewed whenever it is felt that the changes in the process makes the earlier risk assessment no longer valid.

5. *Engineering control measures.*— (1) The occupier shall ensure that risk from the exposure of workers to vibration is either eliminated at source or where this is not reasonably practicable, reduced to as low a level as is reasonably practicable.

(2) Where it is not reasonably practicable to eliminate risk at source and an exposure action value is likely to be reached or exceeded, the employer shall reduce exposure to as low a level

as is reasonably practicable by establishing and implementing a programme of engineering control measures which are appropriate to this type of activity.

(3) The occupier shall ensure that the workers are provided with the following measures:-

(a) Work equipment of appropriate ergonomic design which, taking account of the work to be done, produces the least possible vibration.

(b) The provision of auxiliary equipment which reduces the risk of injuries caused by vibration; and install appropriate maintenance programmes for work equipment, the work place and the work place systems.

(4) The employer shall ensure that his employees are not exposed to vibration above an exposure limit value; and shall take necessary steps to identify the reasons for the limit being exceeded and take appropriate steps to reduce the exposure to vibration to below limit value:

Provided that where the exposure of an employee to vibration is usually below the exposure action value but varies markedly from time to time and may occasionally exceed the exposure limit value:

Provided further that any exposure to vibration averaged over one week is less than the exposure limit value and there is evidence to show that the risk from the actual pattern of exposure is less than the corresponding risk from constant exposure limit value and that the risk is reduced to as low a level as is reasonably practicable taking into account the special circumstances.

6. *Medical Examination.*— (1) The occupier shall ensure that the workers who are likely to be exposed to vibration at above exposure action value are subjected to periodical medical examination once in a year. The medical examination shall include general and physical examination as well as special test by Reynaud's phenomenon.

(2) The health record of workers shall be maintained by the occupier for a period of 5 years from the date of last test and shall be produced to the Inspector of Factories on demand.

(3) If, at any time the Certifying Surgeon/Factory Medical Inspector is of the opinion that the worker

is no longer fit to work in the said process on the ground that continuance during would involve danger to the health of the worker he shall make a record of his findings in the said certificate and health register. The entry of his findings in those documents shall also include the period for which he considers that the said person is unfit for work in the same processes. The person declared unfit in such circumstances shall be provided with alternate placement facility unless he is fully incapacitated in the opinion of the Certifying Surgeon in which case the person affected shall be suitably rehabilitated.

7. *Personal Protective Equipment.*— (1) The occupier shall ensure that the worker who are likely to be exposed to high level of vibration are provided with appropriate Personal Protective Equipment and protective clothing conforming to national and international standards. Such Personal Protective Equipment shall include hand gloves and safety shoes. The protective clothing shall be able to protect the workers from cold and damp.

(2) The occupier shall ensure that workers are given periodical training in the use care and maintenance of the Personal Protective Equipment.

8. *Administrative Control Measures.*— (1) The occupier shall ensure that as far as reasonably practicable all necessary control measures are taken to ensure that the unwanted vibrations does not affect the health of the workers employed in the process to which this part of Schedule apply.

(2) The occupier shall provide all workers with information, instructions and training so as to follow the exposure limit values and action values as set out in clause (3).

(3) Without prejudice to the generality of sub-clause (2), the information, instructions and training provided shall include,—

(a) the exposure limit values and action values set out in clause (3);

(b) safe working practices to minimize exposure to vibration; and

(c) suitable and sufficient information and training for employees so that work equipment may be used correctly and safely in order to minimize their exposure to vibration;

(d) limitation of the duration and magnitude of exposure to vibration;

(e) appropriate work schedules with adequate rest periods; and

(f) the information, instructions and training required shall be updated to take account of significant changes in the type of work carried out or the working methods used by the employer.

(4) The occupier shall display pictorial cautionary notices/warning signs at conspicuous places where there are possibilities of workers being exposed to undesired high vibrations.

9. *Prohibition in employment of women, young persons and persons with disabilities.*— No women or young person or persons with disabilities shall be employed in the process covered by this part of the Schedule.

10. *Exemptions.*— If, in respect of any factory, the Chief Inspector is satisfied that owing to any exceptional circumstances, or infrequency of the process, or for any other reason, application of all or any of the provisions of this Schedule is not necessary for the protection of the persons employed in such factory, he may, with prior approval of the Government, by an order in writing, which he may at his discretion revoke, exempt such factory from all or any of the provisions of this Schedule, on such conditions and for such period as he may specify in the said Order”.

15. *Substitution of rule 132.*— In the principal Rules, for rule 132, the following rule shall be substituted, namely:—

“132. *Notification of accidents and dangerous occurrences.*— (1) When any accident as specified in clause (1) of the Schedule hereto or any dangerous occurrence as specified in clause (2) of the said Schedule takes place in a factory, the Manager of the factory shall, within four hours of the happening of such accident or dangerous occurrence, send a notice thereof by telephone and special messenger or e-mail to the Inspector and the Chief Inspector and to the relatives of the injured or deceased person.

(2) The notice so given under sub-rule (1) shall be confirmed by the Manager of the factory to the Inspector and Chief Inspector by sending to them a written report in the case of an accident or dangerous occurrence causing death or bodily injury in Form No. 30 and in case of a dangerous occurrence not causing bodily injury or death in Form No. 31, within 12 hours of the taking place of any such accident or dangerous occurrence.

(3) When any accident other than as specified in clause (1) of the Schedule hereto takes place in a factory and it causes such bodily injury to any person which prevents the person injured from working for a period of 48 hours or more immediately following the accident or the dangerous occurrence, as the case may be, the Manager of the factory shall send a report thereof to the Inspector in Form No. 30 within 24 hours after the expiry of 48 hours from the time of the accident or the dangerous occurrence:

Provided that, if the period of disability from working for 48 hours or more referred to in sub-rule (3) does not occur immediately following the accident or the dangerous occurrence, but occurs later on in more than one spell, the report shall be sent to the Inspector in Form No. 30 within 24 hours immediately following the hour when the actual total period of disability from working resulting from the accident or the dangerous occurrence becomes 48 hours:

Provided further that in case death occurs to any person injured by such accident or dangerous occurrence after the notices and the reports referred to in the foregoing sub-rules have been sent, the Manager of the factory shall forthwith send a notice thereof by telephone and special messenger or e-mail within 12 hours and also have this information confirmed in writing within 24 hours of the death to the authorities and persons mentioned in sub-rule (1).

## SCHEDULE

(1) Accidents which cause death or serious bodily injury to a person.

(2) The following occurrences, whether or not they are attended by personal injury or disablement:—

(a) Bursting of a vessel or a pipeline used for containing steam under pressure greater than atmospheric pressure other than vessel or pipeline which comes within the scope of the Boilers Act, 1923 (Central Act 5 of 1923);

(b) Collapse or failure of a crane, derrick, winch, lift, hoist or other appliances used in raising or lowering persons or goods or any part thereof, or the overturning of the crane;

(c) Explosion, fire bursting out, leakage or escape of any molten metal, hot liquor or gas causing damage to any part or portion of the factory in which persons are employed or damage to any plant, machinery or material;

(d) Explosion of a receiver or container used in any process or used for storage at a pressure greater than atmospheric pressure of any gas or any gases including air or any liquid or any solid;

(e) Collapse or subsidence of any “work of engineering construction”, as stated in the Explanation to rule 5, forming part of a factory or within the compound of a factory.

*Explanation:* For the purpose of this rule, ‘serious bodily injury’ means—

(i) an injury which involves, or in all probability will involve, the permanent loss of the use of, or permanent injury to, any limb or the permanent loss of, or injury to, sight or hearing, or the fracture of any bone, but shall not include, the fracture of bone or joint (not being fracture of more than one bone or joint) of any phalanges of the hand or foot; or

(ii) Crushed or serious injury to any part of the body due to which loss of the same is obvious or any injury which is likely to cause death; or

(iii) Severe burns or scalds due to chemicals, steam or any other cause.”.

16. *Insertion of new rule 142A.*— In the principal Rules, after rule 142, the following rule shall be inserted, namely:—

“142A. *Fees for forms.*— The Forms specified in column (1) hereto shall be charged fee as specified in column (2) and the same form shall be submitted alongwith the fee as specified in column (3).

Form No.	Form fee in Rs.	Fee accompanying Form while submitting in Rs.*
(1)	(2)	(3)
1	100/-	10/-
2	20/-	5/-
3	20/-	5/-
34	100/-	Nil
35	15/-	Nil

\*Note: Fee specified in column (3) above shall be paid in the form of Court Fee Stamp to be affixed on Form.”.

17. *Amendment of Form No. 34.*— In Form No. 34 of the principal Rules, in clause (23),—

(i) in sub-clause (a), for the expression “Factories employing 200 or less persons covered under section 2(cb)”, the expression “Factories licensed to employ upto 500 workers covered under section 2(cb)”, shall be substituted;

(ii) in sub-clause (b), for the expression “Factories employing above 200 workers covered under section 2(cb)”, the expression “Factories licensed to employ above 500 workers covered under section 2(cb)”, shall be substituted;

(iii) in sub clause (c), for item (i), the following item shall be substituted, namely:—

“(i) (a) Number of :  
part time Factory  
Medical Officers for  
factories employing  
upto 1000 workers:

(b) Number of full :  
time Factory Medical  
Officers for factories  
employing above  
1000 workers.”.

18. *Substitution of Form No. 2.*— For Form No. 2 of the principal Rules, the following Form shall be substituted, namely:—

“

Form fee Rs. 20/-  
to be paid by  
cash against  
receipt

Affix Court  
Fee Stamp  
of Rs. 5/-

## FORM No. 2

(See rules 6 and 15)

**Application for Registration and Grant or Amendment of Licence and Notice of Occupation**1. Application for (*Tick one or more, as applicable*)

(a) Registration, Grant of Licence and/or Notice of Occupation : .....

(Indicate last plan approval No. and date granted by Chief Inspector) : .....

AND/OR

(b) Amendment of license for

(i) change of occupier : .....

(ii) Change in name of the factory due to acquisition or merger or any other reasons to be specified : .....

(iii) Addition/Deletion of the Manufacturing process/Product : .....

(iv) Increase/Decrease in maximum number of workers on any day : .....

(v) Increase/Decrease in installed power : .....

## 2. (a) Name and complete residential address of the occupier, that is —

(a) the proprietor; OR : .....

(b) one of the partners of the firm appointed by resolution; OR : .....

(c) a director of the company appointed by resolution; OR : .....

(d) the person appointed to manage the affairs of the factory owned or controlled by Central Government or State Government or local authority; OR : .....

(e) any other (specify) : .....

(b) (i) Full name and postal address of the factory with Pin Code : .....

(ii) Telephone No. : .....

(iii) e-mail id : .....

(c) (i) Whether factory already registered : Yes/No

(ii) If yes, registration No. : .....

(iii) Licence No. : GOA/.....

(IV) If no, date from which amenable under the Factories Act, 1948 (Central Act 63 of 1948) : .....



---

3. Full name and address of the owner of the premises or building (including the precincts thereof) referred to in section 93. : .....

4. Full name and residential address of the person who shall be the manager of the factory for the purposes of the Act : .....

5. (a) Nature of manufacturing process(es) carried out in the factory : Enclose list of processes

(b) In case of application for amendment i.e. addition or deletion, indicate:—

(i) manufacturing process(es) to be carried out in the factory after addition or deletion : Ennclose list of processes

(ii) Name and quantities of raw materials to be used, intermediate products and principal finished products to be produced after addition or deletion : Enclose list of each separately

6. Number of workers employed in the factory –

	Employed in the last 12 months	Proposed to be employed in next 12 months
(a) Maximum number	: .....	: .....
(b) Number ordinarily employed*	: .....	: .....

7. Total amount of power in HP –

(a) Installed : .....

(b) Proposed to be installed : .....

8. Fees paid (details)

Rs. .... / (Rupees ..... only) Paid vide Treasury Challan No. .... dated ..... or Book Adjustment vide order No. .... dated .....

Signature of the occupier : .....

Full Name (in block letters) : .....

Telephone No. : ..... Mobile No.: ..... e-mail id: .....

Signature of the Manager : .....

Full Name (in block letters) : .....

Telephone No.: ..... Mobile No.: ..... e-mail id: .....

dated: .....

---

**NOTE:**

- (1) This form should be completed in block letters.
- (2) If power is not used at the time of filling up this Form but introduced later, the fact should be communicated to the Chief Inspector of Factories.
- (3) The term 'ordinarily employed' would mean the total number of workers working in all the shifts which should be over 50% of the working days in the factory."

19. *Substitution of Form No. 3.*— For Form No. 3 of the principal Rules, the following Form shall be substituted, namely:—

“

Form fee Rs. 20/-  
to be paid by  
cash against  
receipt

Affix Court  
Fee Stamp of  
Rs. 5/-

FORM No. 3

(See rule 9)

**Application for Renewal of Licence**

Registration No.: ..... Licence No.: GOA/.....

NIC code No. (as given in the licence): .....

1. Full name of the factory : .....

2. Full Postal Address of the factory : .....

3. Maximum number of workers employed on any day : .....  
in the last 12 months4. Number of workers ordinarily employed (means the : .....  
total number of workers working in all the shifts which  
should be over 50% of the working days in the factory)5. Maximum number of workers to be employed on any : .....  
day during the year

6. Installed power in H.P. : .....

7. Calendar year for which renewal of licence is : .....  
applied for

8. Fees paid details

Rs. .... / (Rupees ..... only) Paid vide Treasury Challan No. ....  
dated ..... or Book Adjustment vide order No. .... dated .....**UNDERTAKING**

I/We, the undersigned, being the occupier and the Manager of the factory named at Sr. No. 1 and situated as mentioned at Sr. No. 2 above, duly appointed in accordance with the provisions of the Factories Act, 1948 (Central Act 63 of 1948) and the rules made there under, hereby declare that there is no increase in the maximum number of workers employed on any day, there is no increase in installed power and there is no change/addition/deletion in the manufacturing process of the said factory as specified in the license, including the names and quantity of the raw material used, intermediate products, finished products, bye products, as declared earlier and that I/we hereby undertake to obtain approval of plans in accordance with rule 3 and/or to amend the factory license in accordance with rule 8, if there is any increase in maximum number of workers employed on any day and/or increase in installed power and/or change/addition/deletion in the manufacturing process as declared.

Signature of the Occupier : .....

Full Name (in block letters) : .....

Permanent residential address : .....  
.....

Telephone No.: ..... Mobile No.: ..... e-mail id: .....

Signature of the Manager : .....

Full Name (in block letters) : .....

Permanent residential address : .....

Telephone No.: ..... Mobile No.: ..... e-mail id: .....

Dated: .....

**NOTE:**

(1) This form should be completed in block letters.”.

20. *Substitution of Form No. 28.*— For Form No. 28 of the principal Rules, the following Form shall be substituted, namely:—

## “FORM No. 28

(See rule 24A and various Schedules annexed to rule 131)

**Report of Examination and Test for Extraction or Suppression System of Dust/Fume/Gas/  
/Vapour/Smoke, etc.**

1. Name and address of the factory :
2. Description and Distinctive number of the system :
3. Name and address of the manufacturer :
4. Nature of the process/operation in which it is used :
5. Date on which it was first taken into use :
6. Contaminant captured and its properties e.g. flammable, corrosive, toxic, combustible, etc. :
7. Inlet/Enclosure/Hood – :
  - (a) Number of Inlet/Enclosure/Hood :
  - (b) Size and Sr. No. of each Inlet/Enclosure/Hood :
    - (i) :
    - (ii), etc. (Add Nos. if required) :
  - (c) Distance of inlet/enclosure/hood from source of Contaminant :
  - (d) Face velocity at each Inlet/Enclosure/Hood :      Design value      Actual value
    - (i) :
    - (ii), etc. (Add Nos. if required) :
  - (e) Air volume at each Inlet/Enclosure/Hood in m<sup>3</sup>/hr :
    - (i) :
    - (ii), etc. (Add Nos. if required) :

8. Ducting – :
  - (a) Material of the Duct and its condition observed with respect to corrosion/cracks/punctures :
  - (b) Condition of Duct at joints/flanges :
  - (c) Transport velocity in duct (at points along duct to be specified) :
  - (i) :
  - (ii), etc. (Add Nos. if required) :
9. Air cleaning device – :
  - (a) Type used :
  - (b) Velocity at inlet :
  - (c) Static pressure at inlet :
  - (d) Velocity at outlet :
  - (e) Static pressure at outlet :
10. Fan – :
  - (a) Type used :
  - (b) Volume handled :
  - (c) Static pressure :
  - (d) Pressure drop at outlet of fan :
11. Fan motor — :
  - (a) Type :
  - (b) Whether flameproof in case used for handling flammable substances/mixtures :
  - (c) Speed in rpm and power in kilowatts :
12. Whether the equipment/system is earthed and bonded adequately to prevent static charge build up :
13. Particular of defects, if any, noticed during test and repairs required (if any) :
14. Any other particulars which the person making the examination thinks it necessary for effective working :

I certify that on (date) ..... the above system was thoroughly cleaned and (so far as its construction permits) made accessible for thorough examination. I further certify that on the said date, I thoroughly examined the above system including its components and fittings and that the above is a true report of my examination.

Signature and name of Competent Person:

Number and date of the competency certificate:

If employed by a Institution,

name and address of the Institution:"

By order and in the name of the Governor of Goa.

*Vivek P. Marathe*, Chief Inspector and ex officio Joint Secretary (Factories and Boilers).

Panaji, 22nd July, 2016.

## Department of Personnel

**Notification**

1/2/2015-PER

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Government Notification No. 1/11/84-PER dated 4-2-2004, published in the Official Gazette, Series I No. 47 dated 19-2-2004, the Governor of Goa hereby makes the following rules to regulate the recruitment to the Goa General Service, Group 'A', Gazetted post, in the Secretariat, Government of Goa, namely:—

1. *Short title, application and commencement.*— (1) These rules may be called the Government of Goa, Secretariat, Goa General Service, Group 'A', Gazetted post, Recruitment Rules, 2016.

(2) They shall apply to the posts specified in column (1) of the Schedule to these rules (hereinafter called as the "said Schedule").

(3) They shall come into force from the date of their publication in the Official Gazette.

2. *Number, classification and scale of pay.*— The number of posts, classification of the said posts and the scale of pay attached thereto shall be as specified in columns (2) to (4) of the said Schedule:

Provided that the Government may vary the number of posts as specified in column (2) of the said Schedule from time to time subject to exigencies of work.

3. *Method of recruitment, age limit and other qualifications.*— The method of recruitment to the said posts, age limit, qualifications and other matters connected therewith shall be

as specified in columns (5) to (13) of the said Schedule.

4. *Disqualification.*— No person who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where, the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Goa Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Saving.*— Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for Scheduled Castes and other special categories of persons in accordance with the orders issued by the Government from time to time in that regard.

These rules are issued in consultation with the Goa Public Service Commission conveyed vide its letter No. COM/II/13/42(1)/94/602 dated 6th July, 2016.

By order and in the name of the Governor of Goa.

Yetindra M. Maralkar, Additional Secretary (Personnel).

Porvorim, 26th July, 2016.

## SCHEDULE

1	2	3	4	5	6	6(a)	7	8	9	10	11	12	13
Name/ Designation of the post	Number of posts	Classifi- cation	Scale of pay	Whether selection post or non- selec- tion post	Age limit for direct recruits	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension) Rules, 1972	Educational and other qualifications required for direct recruits	Whether age & educational qualifications prescribed for the direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment, whether by direct recruitment or by promotion/ transfer/contract and percentage of the vacancies to be filled by various methods	In case of recruit- ment by promotion/ deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	If a D.P.C. exists, what is its compo- sition	Circum- stances in which the Goa Public Service Commission is to be consulted in making recruitment
Joint Secretary (Law).	01 (2016) (Subject to variation depen- dent on workload).	Goa General Service, Group 'A', Gaze- tted.	PB-3 Rs. 15,600- 39,100 + Grade Pay Rs. 6,600/-.	Sele- ction.	N. A.	N. A.	N. A.	N. A.	N. A.	100% by promotion.	Promotion: Under Secre- tary (Drafting)/ Under Secre- tary (Law)/ Under Secre- tary (Legal)/ Under Secre- tary (Legis- lative Affairs), of the Law Depa- rtment (Legal Affairs) with five years regular service in the grade.	Group 'A', D.P.C. consisting of:— (1) Chairman/ Member, Goa Public Service Commission —Chairman. (2) Chief Secretary or his nominee —Member. (3) Admini- strative Secretary/ Head of Department —Member. (For considering promotion and confirmation).	Con- sul- ta- tion with the Goa Public Service Commis- sion is neces- sary for making promo- tion, confir- mation and for amend- ing/ relaxing any of the provi- sions of these rules.

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